

January 2017



# Fife IPS Service

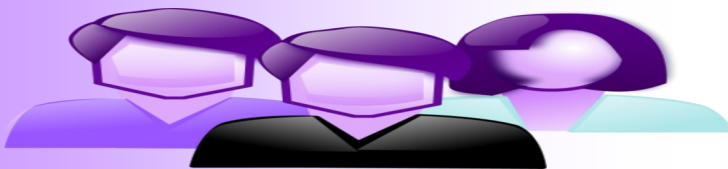
Welcome to the 2nd edition of the FIFE IPS newsletter. We would like to share some successes and update you on the developments of 2016.

Into our second year we continue to celebrate and enjoy the successes of the clients we have and are supporting in work. We have strong partnerships across Fife, this is made easy by the enthusiasm and commitment of all involved.

We would like to take this opportunity to thank all our referrers, clients and employers who have embraced the IPS ethos and made every job outcome possible.

## What's new?

IPS welcomes 4 new members of staff, Joanne Koziel, Team Lead, Keith McGeoch Employment Specialist and Lynsey Speirs Employment specialist/ Occupational Therapist. They come with a wealth of employability, mental health and leadership experience from both the public and private sectors. Liz Gibson is the Cognitive Remedial Therapy (CRT) expert. CRT assists people to improve thinking skills such as memory, problem solving and concentration.



## What Employers say.....

'Over the past year we have employed three staff who are supported by Fife IPS service. As the employer and more particularly the line manager, having that input and support has been invaluable. By consenting to share their keep well at work plans, my new employees can be certain I know how to deal with any concerns or problems which might be a particular issue to them in a more effective way. The IPS employment specialist is always at the end of the phone if I need to discuss something. Often it's just the normal line management, but sometimes if I need additional advice or to discuss an issue I can talk it over with the employment specialist first. The whole process enables me to be fully aware of the challenges my employees face, and offers me extra support when I need it. This ultimately means my employees can usually stay at work, even when there are obstacles, because we have a plan, support in place and we communicate frequently. I'd recommend the Fife IPS service to any employer because the employment specialist is there for both the employee and the employer and in practise, it really works!' Assistant Manager Fife Employment Access Trust.

IPS is for employers too. Our service supports employers to create a diverse workforce, and supports the employers to keep people in work.

## What Clients say.....

It's made a big difference to me that when I got confused by all of the pre-employment checks, IPS made things clear for me and have been supportive. I was so confused by my new employer's recruitment process that I thought they were looking for reasons not to employ me. Even though they chose me after the interview; I wanted to give up, walk away and apply for something else. I would have if I hadn't had the IPS service, to talk to my employer and to reassure me things were still going in the right direction.

With continual support and encouragement from my employment specialist from the initial job search stage, through to the application form process, right through to the interview techniques/skills, she has helped me to gain a permanent contract with NHS Fife.

I feel the IPS Programme has given me back my self-respect. I don't think I would have had the confidence to do it alone.

# Fife IPS Service Informatics April to December 2016

Number of referrals

Number of Jobs

Number of job interviews

- 34 NHS
- 2 FEAT
- 10 DWP
- 3 SELF
- 1 OTHER

# 50



- 14 Permanent
- 8 Temporary
- 2 Fixed Term
- 2 Zero Hours



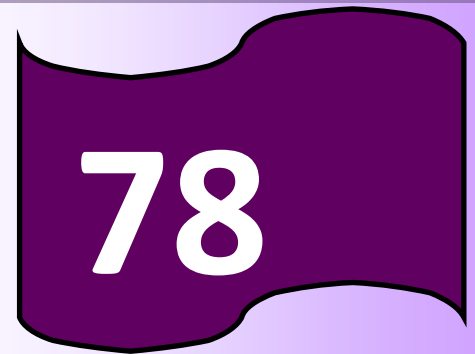
# 52

Variety of Employers

Number of Discharges

Number of Active Clients

- **Care/voluntary sector** 5 Withdrawn
- **NHS Fife and Fife Council** 7 Did not engage
- **Retail** 4 Not appropriate
- **Factory/warehouse** 3 No longer required service
- **Finance/business Sector**



## CRT - Cognitive Remediation Therapy

There is growing evidence to indicate that, even with the best evidence based employability services, clients with cognitive deficits find it harder to gain and retain paid employment. In light of this we are leading the way in Scotland by developing a Cognitive Remediation Therapy (CRT) provision within the Fife IPS service. We are the first service within Scotland to provide CRT integrated within an IPS service to allow our clients to have the best possible outcomes in terms of achieving their employability goals.

CRT is a behavioural treatment which focusses on developing strategies to help improve thinking skills such as memory, concentration, problem solving and verbal reasoning. These strategies can then be transferred to real life situations, helping individuals to work towards their goals, including employment, and as a result helping to improve confidence.

## Next Steps

Having gained good fidelity in our external audit, ensuring the quality of our service provision and the governance of our processes we are working towards exemplary fidelity in May 2017.

The team is now fully staffed and we are developing closer partnership working as the multiagency IPS model continues to be developed and refined, building relationships with the mental health clinical teams and DWP to provide a seamless service for clients and employers.

## Contact Us!

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